

## 7. Report of the President

It is my honour to make this report to you. I would like to start off by saying that it is good to see and hear all of you. Covid may have sharpened our skills in working and meeting remotely, but on occasions like this it is good for us all to be able to be together.

Council worked with staff on three major initiatives the 2023-2028 Strategic Plan, Competency Based Assessment, and our Governance Review.

Council approved the 2023-2028 Strategic Plan which focused on the topics:

- Increasing Indigenous Practitioners - The register must show more Indigenous practitioners for the professions to accurately reflect society.
- Achieving Gender Equality - The imbalance of too many men and not enough women on the register must be corrected to effectively serve the public.
- Climate Change Adaptation - Society will be protected from the negative effects of climate change when engineering and geoscience tools are made available. We have recently been awarded a second BRACE contract to facilitate courses on climate change.
- Mentorship, Internship, Returnship - Growth of practitioners through welcoming, supportive mentoring relationships, programs, and policies. The Association has recently opened our new Mentorship Centre. Our work in matching senior practitioners with young practitioners or prospective members has been viewed positively by other Engineering and Geoscience Associations.
- Sustainability of the Professions - Proper funding ensures that the engineering and geoscience professions will be strong moving forward.
- Engineering Synergy - Merging engineering and applied science technology into one governing organization is good for the professions and the public of Manitoba. This is a vital initiative. Presently in New Brunswick, the Government has introduced legislation that will give technologists their own scope of practice. This was done without consulting APEGNB. There can only be one regulator of Engineering and Geoscientific work in Manitoba and that must be EngGeoMB.

During this past year, I met with Presidents from other jurisdictions within Canada. The initiatives that they are focusing on are very similar to the issues listed in our Strategic Plan.

In concert with other Engineering and Geoscientific Associations in Canada, Council adopted Competency Based Assessment (CBA) as the process to evaluate prospective practitioners. CBA is being used in all four western provinces and three of the four Atlantic provinces. With Governments putting time limits on the assessment period, CBA is necessary to meet those time limits.

CBA replaces the semi-annual reporting system with Validators and Assessors. Seven Engineering Competencies and four Geoscience Competencies are defined. When an applicant believes that they have met those competencies, they apply. The work is assessed and if the Assessors determine that they have met the competencies, the applicant will be processed for registration. Academic Qualification is based on a mixture of traditional methods and considering previous experience with partitioners from the same university. Only applicants with a minimum of four years education will allowed.

Council's major achievement was the review of our Governance. Council directed the Executive Committee (EC) to seek proposals for a governance review. EC chose Governance Solutions, a Toronto based consultant. Governance Solutions sent a survey to all Councillors, some of the staff, and some committee chairs. Governance Solutions followed up by interviewing some of those who were surveyed and analyzing files they received from the Association staff. Governance Solutions provided the Association with several recommendations. These recommendations, with slight modifications, were accepted at the September meeting of Council.

The new Council will now have to take a deep dive into the report and set an implementation plan for the recommendations that they choose to adopt. Note, some of the recommendations would require Act changes so not all recommendations can be implemented. I estimate that it will take Council three years to implement the recommendations.

In the last AGM minutes, there was discussion about member involvement in modifying our governance. Involving membership input in all Council work is a goal that I personally would like to see. When discussing this with Governance Solutions, they recommended holding off on member engagement until Council has a chance to develop their proposed plan. The request at the last AGM was not ignored, Council is not at the point where member engagement would be helpful.

The achievements listed here could not have been made without having an effective and efficient Council. This was an amazing Council to lead. They always supported me and were always ready to volunteer to lead the discussion on a variety of items at Council. This Council made my work very easy.

Council can do a lot but without the support of Grant and the Association staff, the work of Council would be meaningless. I had the privilege of meeting with Grant on a number of occasions to discuss Council business and he always provided relevant advice.

I believe the highlight of my year was getting to know your President-Elect, Ian Smallwood, and your Executive Councillor, Kathryn Atamanchuk. I met with Ian and Kathryn many times to keep them apprised of what was going on in case that I, for what ever reason, would not be able to carry on as President. Obviously, the burden would fall to them. All meetings had a social and business component. If I was looking for advise, especially with decisions that will have impacts in future years, I would challenge them and never be disappointed. I can assure you that you are in very good hands with Ian. I am excited for the coming year!

I was truly humbled when the members of the Association supported my desire to return to Council after an absence of thirteen years and exhilarated when my colleagues on Council chose me to lead them. You may not agree with everything that I did, but I want you to know that I always tried to do what I thought the average practitioner would have done with the same information that I had.

Respectively submitted,

Allan Silk, P. Eng. FEC  
President, Engineers Geoscience Manitoba